

## **HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE**

Minutes of the Regular Session of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors held on Tuesday, October 21, 2014 at 9:00 A.M., in meeting room 4-C located on the fourth floor of the Administration Building.

**HR COMMITTEE MEMBERS PRESENT: Marsik; Duchac; Frohling; Greshay; and Schmidt**

**ALSO PRESENT: Joseph Rains, Human Resources Director; Sarah Eske, Human Resources Analyst; James Mielke, Dodge County Administrator; Patricia Ninmann, Sheriff.**

**Meeting called to order by Marsik at 9:00 a.m.**

Roll call was taken. All members present.

Rains verified that the meeting was noticed in compliance with the Open Meetings Law.

Motion by Greshay to approve the agenda and allow the Chairperson to go out of order to efficiently conduct the meeting. Second by Schmidt. Motion carried.

Marsik asked if anyone present had any public comments. None.

Motion by Duchac to approve the minutes of the October 7, 2014 regular and closed session meetings of the Human Resources and Labor Negotiations Committee. Second by Frohling to approve the minutes. Motion carried.

Eske informed the Committee that fifty-eight (58) Correctional Officer applications were received for the recent recruitment which included the advertised higher starting wage. Forty-five (45) applicants are eligible to take the written exam. The Committee was pleased that more applications were received.

Eske presented the Committee with an update regarding the Kronos Project and answered questions from the Committee members.

Rains informed the Committee that he attended the last Finance Committee meeting regarding a request from an employee to allow dues deductions for an employee association of which the employee is a member. Rains explained that the current policy only allows deductions for court ordered judgments and garnishments (Child Support, Spousal Support, bankruptcy, etc.), deductions required by governmental statute or regulation (back taxes, Unemployment recoupment, delinquent student loan repayment, etc.), deductions to an employee's personal account at a financial institution (secondary account in addition to paycheck direct deposit), employee initiated contributions to a Dodge County approved charitable organization (United Way) and statutorily permitted Union dues deductions to a labor union (Sworn Union). He stated that the Finance Committee decided they would re-confirm the current policy without any changes to the policy. Rains stated that the policy is a Finance Committee governed policy but that it is included in the employee policy and procedure manual. Rains stated he would review the current policy language and determine whether any changes are needed.

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The Committee reviewed the Personnel Requisitions. Mielke recommended approval of these requests.

Motion by Frohling to approve the Personnel Requisitions as presented. Second by Schmidt. Motion carried.

- One (1) County Patrolman – F.T., Highway Department
- One (1) Utility II – Truck Driver - F.T., Highway Department
- One (1) Security Officer – P.T., Sheriff's Department – Security Division

Leave of Absence: None

The Committee reviewed the Salary, Wage, and Status changes as presented.

NEW HIRE – UNION: None. RE-HIRE – UNION: None. RECLASSIFICATION – UNION: None. STEP INCREASE – UNION: Kevin M. Kuehl, Traffic Patrol Officer, Sheriff's Department – Patrol Division at \$25.73, Pay Grade SSU04, Step 2M06 effective 11-12-14. NEW HIRE: Susan K. Kupsch, Child Support Specialist II, Child Support Department at \$19.65, Pay Grade DC05, Step ST03, effective 11-10-14; Patricia Beier, Counselor I – AODA/TAD, Human Services & Health Department at \$18.59, Pay Grade DC05, Step ST01 effective 10-20-14; Karen N. Rucks, Psychiatric Therapist II, Human Services & Health Department at \$26.29, Pay Grade DC09, Step ST01 effective 10-20-14; Judith M. Wiese, Dementia Care Specialist II, Human Services & Health Department at \$22.44, Pay Grade DC07, Step ST01 effective 10-20-14. RE-HIRE: None. LIMITED TERM/SEASONAL: None. RECLASSIFICATION: Brian D. Benson, County Patrolman – East, Highway Department at \$17.61, Pay Grade DC04, Step ST03 effective 10-07-14; Jacquelyn M. DeLaRosa, Economic Support Specialist Lead, Human Services & Health Department at \$20.51, Pay Grade DC06, Step ST01 effective 10-06-14. STEP INCREASE: Barbara N. Brandt, Judicial Assistant, Circuit Court Department at \$19.52, Pay Grade DC04, Step S07B effective 12-01-14; Peggy L. Krenz, Child Support Aide, Child Support Department at \$17.02, Pay Grade DC02, Step S13A effective 12-02-14; Gordon D. Arneson, State Patrolman Highway Department at \$21.66, Pay Grade DC04, S12A effective 11-20-14; Bruce J. Boyd, State Patrolman, Highway Department at \$21.90, Pay Grade DC04, Step S12B effective 11-12-14; David W. Fude, Sign Shop Technician, Highway Department at \$22.04, Pay Grade DC05, Step S08A effective 11-27-14; Peter T. Gillis, Mechanic, Highway Department at \$22.85, Pay Grade DC06, Step ST05 effective 11-14-14; Paula R. Becker, Senior Social Worker, Human Services & Health Department at \$25.06, Pay Grade DC08, Step ST02 effective 12-05-14; Pamela A. Couperus, Senior Social Worker, Human Services & Health Department at \$29.23, Pay Grade DC08, Step S08B effective 12-12-14; Ashley R. Hartman, Social Worker II Human Services & Health Department at \$23.08, Pay Grade DC07, Step ST02 effective 11-29-14; Kim M. Herman, HS Supervisor–Community Support Program, Human Services & Health Department at \$29.82, Pay Grade DC10, Step ST03 effective 12-02-14; Cynthia S. Anderson, Custodian II, Physical Facilities Department at \$17.17, Pay Grade DC02, Step S13A effective 09-22-14; Phillip R. McAleer, Assistant Director Physical Facilities, Physical Facilities Department at \$31.92, Pay Grade DC09, Step S09A effective 10-04-14; Mary Jo Kuen, Assistant Register in Probate, Register in Probate Department at \$20.18, Pay Grade DC05, Step ST04 effective 12-02-14; Lynn M. Steger, Register in Probate, Register in Probate Department at \$25.75, Pay Grade DC08, Step ST03 effective

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12-02-14; Kyle D. Hagen, Correctional Officer – Relief, Sheriff's Department – Jail Division at \$23.10, Pay Grade DC04, Step S14B effective 12-03-14; Dawn R. Learned, Communications Officer – Relief, Sheriff's Department – Communications. Division at \$23.61, Pay Grade DC05, Step S10B effective 10-16-14. NON-SCHEDULED INCREASE: None.

The Committee reviewed the Orientation Period Reports as presented.

Committee Member Reports: None.

### **HR Director's Report:**

- a) Disciplinary Actions: Nothing to report.
- b) Grievances and Arbitrations: Nothing to report.

Future Agenda Items: Payroll Deduction Policy.

### **Closed Session:**

Motion by Schmidt, second by Frohling to convene in Closed Session. Before voting on the motion, Chairperson Marsik announced to all present that the reason for convening in closed session is for the purpose of conducting public business, which, because of bargaining reasons, requires a closed session, namely, developing negotiating strategies for collective bargaining. The meeting is closed pursuant to Sections 19.85(1)(e) of the Wisconsin Statutes. A roll call vote was taken. Motion carried by unanimous vote of all members present, at 9:25 a.m.

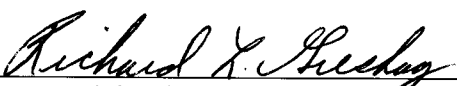
### **Open Session:**

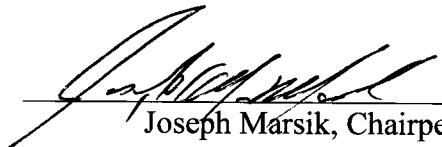
Motion by Duchac, second by Frohling to reconvene in open session. A roll call vote was taken. Motion carried by unanimous vote of all members present at 10:10 a.m.

### **Future Meeting Dates and Times**

The next regular scheduled meetings of the Human Resources and Labor Negotiations Committee are **November 4, 2014 and November 18, 2014 at 9:00 a.m.** in room 4C of the Administration Building.

Meeting adjourned by order of the Chair at 10:14 a.m.

  
Richard Greshay, Secretary

  
Joseph Marsik, Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.

## **HUMAN RESOURCES AND LABOR NEGOTIATIONS COMMITTEE**

Minutes of Closed Session of the Human Resources and Labor Negotiations Committee of the Dodge County Board of Supervisors on October 21, 2014 held in the Administration Building, Room 4C.

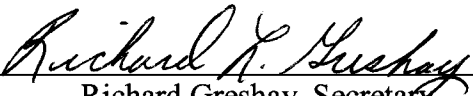
**MEMBERS PRESENT: Marsik, Duchac, Frohling, Greshay, and Schmidt**

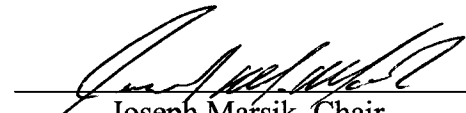
**ALSO PRESENT: Joseph Rains, Human Resource Director; Sarah Eske, Human Resource Analyst; James Mielke, County Administrator; Patricia Ninmann, Sheriff; Nancy Pirkey, Labor Attorney, Buelow Vetter Buikema Olson & Vliet LLC, via conference call.**

Motion by Schmidt, second by Frohling to convene in Closed Session. Before voting on the motion, Chairperson Marsik announced to all present that the reason for convening in closed session is for the purpose of conducting public business, which, because of bargaining reasons, requires a closed session, namely, developing negotiation strategies for collective bargaining. The meeting is closed pursuant to Sections 19.85(1)(e) of the Wisconsin Statutes. A roll call vote was taken. Motion carried by unanimous vote of all members present, at 9:25 a.m.

The Committee discussed negotiation strategies for collective bargaining.

Motion by Duchac, second by Frohling to reconvene in open session. A roll call vote was taken. Motion carried by unanimous vote of all members present at 10:10 a.m.

  
Richard Greshay, Secretary

  
Joseph Marsik, Chair

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